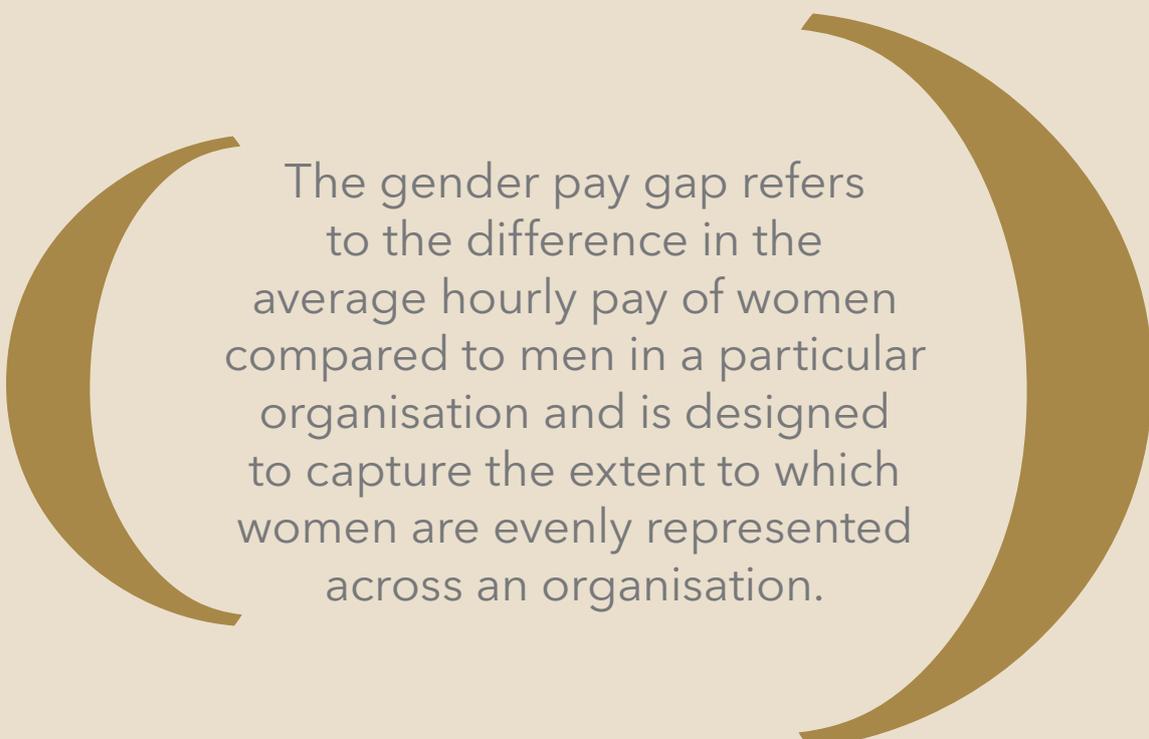


utmost<sup>™</sup>  
INTERNATIONAL

UTMOST  
INTERNATIONAL  
IRELAND  
GENDER PAY GAP  
REPORT 2022



The gender pay gap refers to the difference in the average hourly pay of women compared to men in a particular organisation and is designed to capture the extent to which women are evenly represented across an organisation.

# INTRODUCTION

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Utmost International is a leading provider of insurance-based wealth solutions through its Utmost Wealth Solutions business, and provides employee benefits through its Utmost Corporate Solutions business.



**KARL MOORE**  
CHIEF EXECUTIVE  
Utmost International Ireland

## OVERVIEW

Our employees are core to the success of the organisation, both individually and collectively. It is their talent that makes the difference. It is an important priority of the Group that our employees enjoy a fair, diverse and vibrant work environment which ensures they are fulfilled, committed and can thrive.

This report provides an overview of the gender pay gap in Utmost International Ireland, across a number of metrics as required under The Gender Pay Gap Information Act 2021. The report takes a snapshot of the relevant employee information available on 30 June 2022.

A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap. For example, if women hold more of the lower paid jobs in an organisation than men, the gender pay gap is usually wider.

Completion of a gender pay gap report is important to Utmost International Ireland as it gives us the opportunity to focus on female participation rates and employment gaps between genders within our business. We look forward to including this report as an important annual event in the Utmost business calendar.

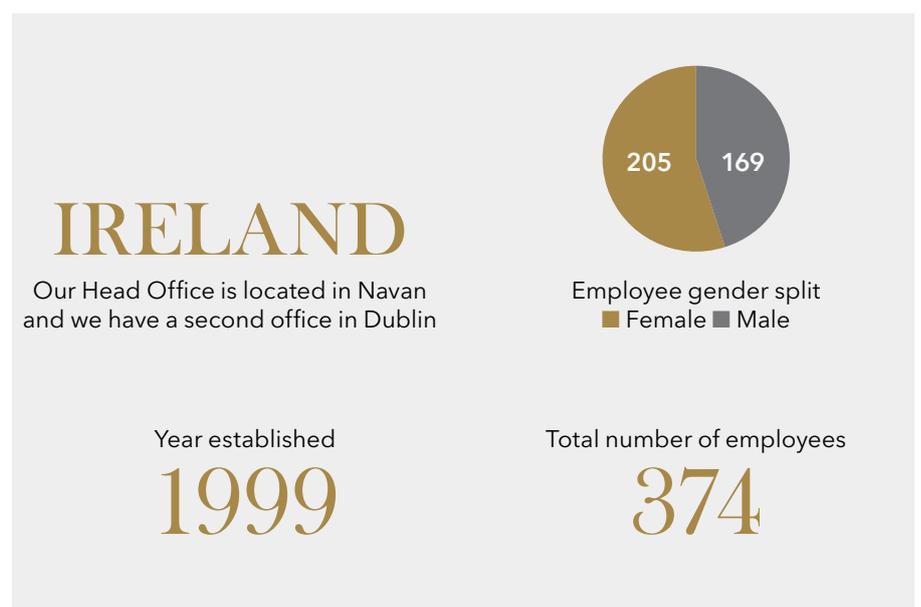
# UTMOST INTERNATIONAL IRELAND AT A GLANCE

We are part of Utmost Group, a leading provider of insurance solutions with over £58bn of assets held on behalf of 550,000 clients (as at 30 June 2022).

## UTMOST GROUP



## UTMOST INTERNATIONAL IRELAND



# UTMOST INTERNATIONAL IRELAND GENDER PAY GAP INFORMATION

## MEAN GENDER PAY GAP (ALL EMPLOYEES) 19%

The mean gender pay gap is the difference between what is earned on average by men and women based on average gross hourly earnings of all paid employees - not just men and women doing the same job, or with the same experience or working pattern.

## MEDIAN GENDER PAY GAP (ALL EMPLOYEES) 12%

The median gender pay gap is the difference between men's median hourly and women's median hourly wage. The median hourly wage is calculated by ranking groups of employees (e.g. into male and female groups) from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

**Table 1: The percentage of men and women in the lower, lower-middle, upper-middle and upper quartile pay bands**

	MALES	FEMALES
Quartile 1 Lower	50%	50%
Quartile 2 Lower Middle	31%	69%
Quartile 3 Upper Middle	43%	57%
Quartile 4 Upper	57%	43%

**Table 2: The difference between the mean and median hourly pay of all male and female employees and that of male and female employees on part-time contracts and temporary contracts**

	MEAN	MEDIAN
Hourly Remuneration (all)	19%	12%
Hourly Remuneration part-time	29%	35%
Hourly Remuneration temporary	19%	-2%*

**Table 3: The percentage of male and female employees who received bonuses and benefit in kind**

	MALES	FEMALES
Received a bonus	83%	89%
Received benefit in kind	66%	74%

**Table 4: The difference between the mean and median bonus remuneration of male and female employees**

	MEAN	MEDIAN
Bonus Remuneration	23%	10%

\*The median hour remuneration rate for temporary female contractors is higher than that of males hence minus number

# COMMENTARY

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## **Mean Gender Pay Gap - all employees**

Our analysis indicates that the mean gender pay gap is primarily driven by the high number of males in senior leadership roles. Across lower, middle and upper middle quartiles, our gender pay gap is significantly lower.

## **Mean and median Gender Pay Gap - Part-time employees**

The gender pay gap for part-time employees is largely due to a very small cohort of males in senior positions.

## **Median Gender Pay Gap - Temporary contractors**

The median gap for temporary contractors shows that the mid-point for female contractors is 1.72% higher than the median point for male contractors.

## **Mean Bonus Gap**

Overall, 83% of males were paid a bonus while 89% of females were paid a bonus. Our analysis indicates that the mean bonus pay gap is again driven by the higher number of males in senior leadership roles.

# OUR ACTION PLAN

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Utmost International Ireland is committed to the ongoing development of a workplace environment that promotes diversity and inclusion and creates an open and inclusive culture where everyone feels valued.

- › The re-launch of our company values and subsequent training as we look to embed these inclusive behaviours in to our everyday activities.
- › Increase female representation at senior management level through our talent management and succession planning programmes.
- › Our recruitment and selection policy includes a practice of sourcing 30% gender diversification in applicants for all advertised roles. The purpose of this approach is to promote a diverse workforce while still ensuring the most suitably qualified applicants are selected to join the company.
- › A new CEO and HR forum will be established in 2023. Representatives from all levels and departments will have the opportunity to put forward questions to the CEO and Head of HR on any relevant topic.
- › The introduction of targeted training to all staff with a focus on diversity and inclusion.
- › A monthly programme of cultural inclusion events issued for staff that allows us to connect with national and international diversity and inclusion initiatives, webinars, seminars and videos.

Considering the ever changing needs of our employees, diversity and inclusion remains a key focus.



# WHAT IF I HAVE MORE QUESTIONS ABOUT THE REPORT?

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Please contact [YourHRTeam@Utmost.ie](mailto:YourHRTeam@Utmost.ie) if you have any questions about the report and findings.